



Stay on track with VM Drilling

INJURY MANAGEMENT POLICY

VM Drilling Pty Ltd, VM Transport and TJM Engineering (hereinafter collectively referred to as The Group) focuses on early reporting, rehabilitation and return to work strategies to assist the injured worker make an early and safe return to work and recognises both its obligations and the mutual benefits arising from fair and equitable workers compensation and injury management practices. This shall be achieved through implementing and maintaining an effective Injury Management System in accordance with the Workers Compensation and Injury Management Act 1981 (that forms part of The Group's Corporate HSE Management System).

The Group is committed to the well-being and rehabilitation of all employees unable to perform their normal duties as a result of being injured on the job. When an injury and disability occurs in the workplace, it is our aim to minimise the impact by ensuring a planned and systematic approach to injury management.

The Group is committed to ensuring all employees and contractors are provided with timely and effective treatment for their injuries, as well as appropriate return to work opportunities, until such time as they can return to their pre-injury duties. Key aspects of our injury management program include:

- **Ensuring the process of injury management is commenced as soon as possible following an injury and in accordance with medical advice and relevant legislation;**
- **Ensuring employees are provided with access to appropriate medical treatment following a workplace injury and/or illness that incorporates early assessment and the involvement of specialists when required;**
- **Providing employees with the means to acquire information and instruction on their rights and responsibilities regarding claims for workers compensation, rehabilitation and return to work;**
- **Providing an injured employee with meaningful and medically approved alternate duties as an essential part of the injury management process ensuring return to work is achieved as soon and as safely as possible;**
- **Ensuring the employee will not be disadvantaged by participation in an injury management program;**
- **Ensuring the security and confidentiality of records in relation to claims, injury management and personal medical information; and**
- **Effective communication with all relevant parties.**

The Group demonstrates its commitment to injury management through the appointment of a designated Injury Management Coordinator. Kelvin Criddle fulfils this role within The Group. His role is to oversee the injury management systems:

Injury Management Referrals: (08) 9093 3916

This policy shall be reviewed at regular and planned intervals.

Courtney Pacey
General Manager

Dave Eddy
Operations Manager

Kelvin Criddle
HSE Manager

Prepared by	Cameron Blyth	Document Custodian	General Manager	Document No.	HSE-POL-005
Reviewed by	Kelvin Criddle	Publish Date	7 January 2019	Version No.	004
Approved by	Courtney Pacey	Review Date	7 January 2020	Page(s)	Page 1 of 1
<i>Uncontrolled document when printed. Refer to VM Drillings Server (S: Drive).</i>					